

# **DC LABOR-MANAGEMENT PARTNERSHIP COUNCIL**

## **AGREEMENT**

**June 23, 1997**

**REVISED: January 12, 2006**

### **STATEMENT OF PURPOSE**

The DC Labor-Management Partnership Council (DCLMPC) will be a forum for communication and cooperation in support of our joint mission to deliver high quality, cost effective service to the residents of and visitors to the District of Columbia, while maintaining a high quality work environment for employees of the District government.

The members of the DCLMPC acknowledge that both labor and management bring value, talent, and resources necessary to provide excellent public service to our customers.

The DCLMPC will promote a joint understanding of the unique problems, challenges, and opportunities facing the District of Columbia, its unions and management, and will seek ways to jointly and responsibly address these issues. The DCLMPC possesses the will and the authority to make decisions and solve problems that arise in the course of its work.

This agreement is consistent with the following mutual interests:

To improve our labor-management relationship;

To provide a supportive, productive, challenging, high quality work environment in which all employees are treated with dignity and respect and are valued for their individual and team contributions;

To generate gains in efficiency, effectiveness, and accountability in service delivery through policies and programs that are economically feasible and justifiable.

As we strive to achieve our mutual interests, make progress and institute changes, the form and substance of this document may change over time.

## **PRINCIPLES OF THE RELATIONSHIP**

The DCLMPC members shall provide the leadership necessary to create a city-wide labor-management relationship based on mutual interests, respect, and trust.

Toward that end, we will strive to:

- Listen to each other;
- Respect each other
- Trust each other;
- Take responsible risks;
- Communicate openly and candidly;
- Endeavor to understand each other's interests;
- Share reliable information on costs and operations;
- Create a reliable, long-term relationship.

## **FUNCTIONS OF THE DCLMPC**

The main functions of the DCLMPC are to:

- Establish and make policy decisions
- Review and approve OLMP Strategic Business Plan
- Provide a safe place for early discussion of operational problems, plans, and ideas;
- Facilitate high-level, face-to-face communication between labor and management leaders;
- Gather and share information on issues of mutual concern;
- Build consensus for a focused, achievable, joint agenda;
- Research and explore new models for collaboration; and
- Review Budget

The DCLMPC will be selective in focusing our efforts and choose wisely among issues that will benefit from the attention of the DCLMPC. On a practical level, this means we will jointly define goals, set priorities, and develop a work plan on a periodic basis. We will identify a select number of Agencies and Departments for "priority focus," and designate appropriate timelines, responsibilities and resources to achieve a prompt response. We will also develop a more long-term agenda and work plan, while continuing to be responsive to emerging issues.

## **MEMBERSHIP OF THE DCLMPC**

The members of the DCLMPC will consist of representatives of management and labor, including the Mayor of the District of Columbia, the President, Metropolitan Washington Council, AFL-CIO, Chairperson, City Council, City Administrator, Chief of Staff – EOM, Appropriate Labor Leadership representation (maximum of twelve), Deputy Mayors (Four), Agency Heads (Four to serve on a rotating basis), Heads of Independent Agencies with partnerships (Two to serve on a rotating basis)), CFO-(ex-officio), Personnel –(ex-officio) and, Office Director – (ex officio)

The DCLMPC will have two co-chairs, one from labor (President, Metropolitan Washington Council, AFL-CIO) and one from management, (Mayor, District of Columbia), who will chair our meetings on an alternating basis.

No alternates or substitutes for permanent members will be allowed, unless the co-chairs make an exception to this rule prior to a scheduled meeting. A periodic changing of designated members may also be considered by the DCLMPC.

Additional resource people may be invited to attend meetings for informational purposes, but will not participate in decision-making by the members of the DCLMPC.

## **STAFFING**

The work of the DCLMPC will be supported by the Office of Labor-Management Programs, (OLMP), who shall work under the direction of the DCLMPC'S co-chairs. Labor-Management Programs support staff will be responsible for the production and distribution of meeting agendas and materials, for logistical facilitation for meetings, and shall be responsible for training and ensuring that we, as well as Agency labor-management partnership councils that will be created, have the shared knowledge, tools, and skills to carry out the functions outlined in this agreement.

## **SUBCOMMITTEES**

The DCLMPC may create sub-committees or working groups to review issues, conduct research, draft reports and conduct other such business as determined by the DCLMPC.

## **AGENCY/DEPARTMENT LABOR-MANAGEMENT PARTNERSHIP COUNCILS**

On a priority basis, as determined by the DCLMPC, employee participation and labor management partnership councils shall be introduced at the most appropriate levels as a way to improve the cost, quality, and delivery of customer services. The Office of Labor-Management will serve as a resource to assist agency partnerships to create their own solutions to problems, free, to a large extent, from any oversight restrictions. Both creativity and appropriate risk-taking will be encouraged. Outputs, timelines, and outcomes will need to be specifically identified.

## **GROUND RULES AND DECISION MAKING**

For both the DCLMPC and the City-Wide LMPC'S, decisions will be made by consensus. Consensus means agreement among both labor AND management members of the committee. The position of individual members may reflect varying degrees of enthusiasm for the team decision, but all members shall agree to support Council decisions.

## **CONFLICT RESOLUTION**

The DCLMPC will encourage the establishment of a conflict resolution process by agency partnerships.

## **MEETING AGENDA**

Any member of the DCLMPC may suggest an agenda item to either of the co-chairs. The co-chairs will confer prior to any full meeting of the DCLMPC to jointly determine the agenda for the upcoming meeting. Other items may be added to the agenda by consensus at the beginning of a meeting, as circumstances require.

## **MEETINGS**

No less than one Bi-Monthly meeting will be scheduled. It is anticipated that, during the early stages of this project, it will be necessary to meet more frequently. To the extent possible, the meetings will be held during normal working hours. Employees will not be charged leave for time spent on DCLMPC activities.

## **MEDIA**

The co-chairs of the DCLMPC will serve as official spokespersons and will agree on statements to the media on the joint work of the DCLMPC. It is understood and agreed that any other representative of either management or labor will confer with the co-chairs prior to any media release, which concerns the work of the DCLMPC.

## **PARTICIPATION**

Participation in the DCLMPC does not constitute a waiver, by any party, of collective bargaining and arbitration rights. However, any information or proposal not in the public domain, shared in the work of this committee will not be used in any arbitration proceeding, unless mutually agreed.

**Agreed to this 4<sup>th</sup> day of May, 2006.**

Honorable Anthony A. Williams  
Mayor of the District of Columbia

Joslyn N. Williams  
President, Metropolitan Washington  
Council, AFL-CIO

Al Bilik  
Executive Assistant to the Director,  
AFSCME District Council 20

Tommy Bell  
AFGE Local 1975

Robert C. Bobb  
City Administrator

Raymond Brown  
Doctors Council of the District of Columbia

Herman Brown  
Director, District of Columbia  
Nurses Association

Eric Bunn  
President, AFGE Council 211

Patrick J. Canavan  
Director, Department of Consumer  
and Regulatory Affairs

Pamela Chase  
Chairman, FOP / Department of Corrections  
Labor Committee

Linda W. Cropp  
Chairperson, City Council  
of the District of Columbia

RosaMary Davenport  
National Representative, NAGE / IBPO

Alfreda Davis  
Chief of Staff,  
Executive Office of the Mayor

Brenda Donald-Walker  
Deputy Mayor for Children,  
Youth, Families and Elders

Ronald S. Flowers  
Director, Office of Labor-Management  
Programs (ex-officio)

Dr. Natwar M. Gandhi  
Chief Financial Officer (ex-officio)  
Office of the Chief Financial Officer

William Howland  
Director, Department of Public Works

James Ivey  
President, AFSCME District Council 20

Stanley Jackson  
Deputy Mayor for Planning  
and Economic Development

Clifford B. Janey  
Superintendent, DC Public Schools

George O. Johnson  
Executive Director,  
AFSCME District Council 20

Jerry Johnson  
General Manager,  
Water and Sewer Authority

Lisa Marin  
Director, DC Department  
of Personnel (ex-officio)

Dr. Gregg A. Pane  
Director, Department of Health

George Parker  
President, AFT  
Washington Teacher's Union  
Local 6

Thomas Ratliff  
President, Teamsters 639

Edward D. Reiskin  
Deputy Mayor for Public  
Safety and Justice

Vincent Schiraldi  
Director, Department of  
Youth Rehabilitation Services

Herbert R. Tillery  
Deputy Mayor for Operations

Johnny Walker  
President, AFGE Local 383